



Assignment Incentive Pay

March 2004

Assignment Incentive Pay

- To attract qualified volunteers to difficult-to-fill jobs
- Flexible; adjustments based on supply/demand of qualified volunteers for jobs or locations
 - Existing pays not responsive to market demands
 - Existing incentives narrowly focused (LSRB)
- Significant “Headroom”: Up to \$1500/month
- Navy budget:
 - FY04-\$13.5, FY05- \$31.5, FY06-\$48.375M, FY07-\$54M
- Authorized in 2003 NDAA

Auction/Bidding Procedure

- Enlisted only currently
- Sailor submits bids through JASS
 - Sealed bid, \$50 increments
- Sailor shown maximum bid allowed for each job
- Bidding cycle coincides with requisition cycle
 - Every two weeks

Procedures to Match Sailors and Billets

- Bids collected
 - Detailer does not see bids until all bids are submitted
- Detailer assesses “total cost” of Sailor/job matches
 - Includes AIP, PCS cost and retraining costs
- Detailer makes final decision
 - “Qualified, lowest bid” gets the job
 - Based on total cost, quality, and decision matrix
 - Decision matrix developed by NPRST/PERS 4
 - If decision deviates from lowest-bidder match, detailer must document rationale (provide audit trail)
 - PERS 4 Branch Head chop also required prior to assignment

Procedure If No Acceptable Bids Received

- Bidding continues for another cycle
 - When no bids received or when quality of match unacceptable
- Bidding may continue until must-fill point
 - Maximum bid may be increased to encourage new bids
 - Sailor “slammed” into AIP job receives less than maximum amount allowed for that job

Overall AIP Stats as of 5 Mar 04

After 17 Requisition Cycles

	ALL J OBS			AIP J OBS		
J obs Advertised	246575			7508		
Applications	84577	34.3%	↑	2920	38.9%	↑
Applicants	42906			2322		
Selections	20010	23.7%	↑	794	27.2%	↑

	Naples		Sigonella		Misawa		Guam		Lamad	
AIP J obs	2684		2460		877		376		211	
Applications	897	33.4% ↑	1071	43.5% ↑	230	26.2% ↓	151	40.2% ↑	128	60.7% ↑
Applicants	772		836		218		111		95	
Selections	229	25.5% →	216	20.2% ↑	70	30.4% ↑	66	43.7% ↓	48	37.5% ↑

Total Involuntary Assignments: 32 (up from 25)

Lowest Bid: \$0

Highest Bid: \$1200

Average Bid: \$285

(Up from \$281)

Approved AIP Rates

MAR 2004

LOCATIONS	Activities	RATING	PAYGRADE	Max Rate	Start/Change Date	Cycle	Change	Start	
NAPLES	ALL	ALL*	E 4-6	\$400	21-J un-03	1		J UN	
			E 7-9	\$450	21-J un-03	1		J UN	
		IT	E 4-6	\$600	20-Sep-03	6	\$200	SEP	
			E 7-9	\$650	20-Sep-03	6	\$200	SEP	
		IT	E 4-6	\$700	24-Nov-03	11	\$100	NOV	
			E 7-9	\$900	24-Nov-03	11	\$250	NOV	
	NCTAMS, Naples	70294	IT	E 4-6	\$1,200	23-Dec-03	13	\$500	DEC
	COMSUBGRU 8	55782	IT	E 4-6	\$1,200	23-Dec-03	13	\$500	DEC
	STRIKFORSOUTH	64767	IT	E 4-6	\$1,200	10-Feb-04	16	\$500	FEB
	HQ NATO AFSOUTH	64771	IT	E 4-6	\$1,200	10-Feb-04	16	\$500	FEB
	ALL	HM/DT/MA	E 4-6	\$200	10-Feb-04	16	(\$200)	FEB	
			E 7-9	\$250	10-Feb-04	16	(\$200)	FEB	
SIGONELLA	ALL	ALL*	E 4-6	\$400	21-J un-03	1		J UN	
			E 7-9	\$450	21-J un-03	1		J UN	
		IT	E 4-6	\$600	20-Sep-03	6	\$200	SEP	
			E 7-9	\$650	20-Sep-03	6	\$200	SEP	
		IT	E 4-6	\$700	24-Nov-03	11	\$100	NOV	
			E 7-9	\$900	24-Nov-03	11	\$250	NOV	
	ALL	HM/DT/MA	E 4-6	\$200	10-Feb-04	16	(\$200)	FEB	
			E 7-9	\$250	10-Feb-04	16	(\$200)	FEB	
MISAWA	ALL	ALL*	E 4-6	\$150	21-J un-03	1		J UN	
			E 7-9	\$200	21-J un-03	1		J UN	
		IT	E 4-6	\$350	20-Sep-03	6	\$200	SEP	
			E 7-9	\$400	20-Sep-03	6	\$200	SEP	
		ET	E 4-6	\$250	20-Sep-03	6	\$100	SEP	
			E 7-9	\$300	20-Sep-03	6	\$100	SEP	
		IT	E 4-6	\$550	24-Nov-03	11	\$200	NOV	
			E 7-9	\$850	24-Nov-03	11	\$450	NOV	
		ET	E 4-6	\$550	24-Nov-03	11	\$300	NOV	
			E 7-9	\$850	24-Nov-03	11	\$550	NOV	
	TS COMMS Det	42211	IT	E 4-6	\$1,200	23-Dec-04	13	\$650	DEC
	CPW 1	09451	IT	E 4-6	\$1,200	10-Feb-04	16	\$350	FEB
	ALL	HM/DT/MA	E 6-9	\$50	10-Feb-04	16	(\$100)	FEB	
		E 7-9	\$100	10-Feb-04	16	(\$100)	FEB		

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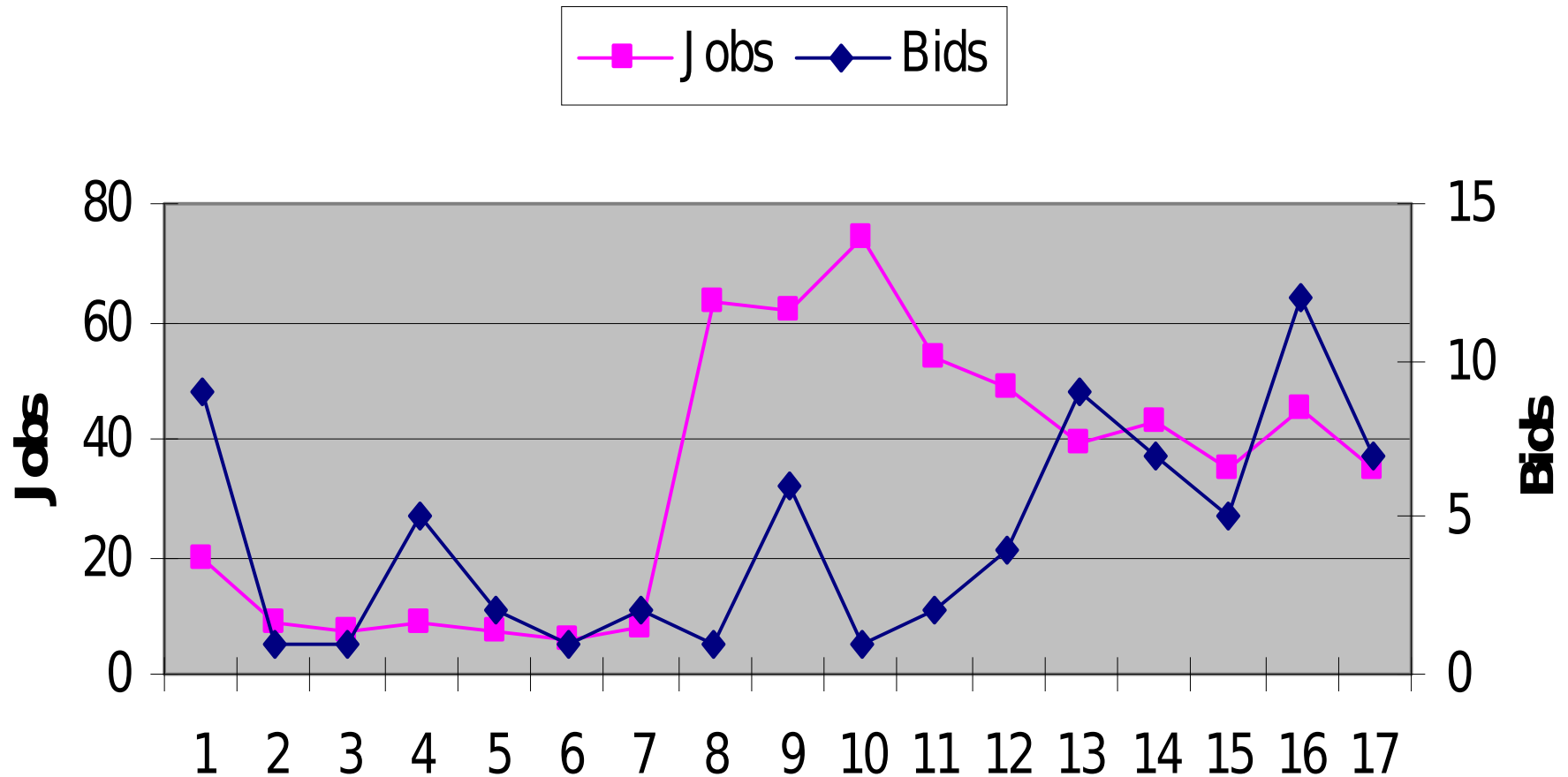
LOCATIONS	Activities	RATING	PAYGRADE	Max Rate	Start/Change Date	Cycle	Change	Start	
ES LAND REPAIR LAMAD	45255	STS	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		ET(SS) COMM	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		EN	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		MR	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		MM(SS) Aux	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		EM	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		HT	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		SK	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
	ES LAND	20635	SK	E 4-6	\$500	24-Nov-03	11		NOV
				E 7-9	\$700	24-Nov-03	11		NOV
CABLE REPAIR GUAM	45254	STS	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		ET	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		MM(SS) Aux	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		EM	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		EN	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		MR	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
		HT	E 4-6	\$500	24-Nov-03	11		NOV	
			E 7-9	\$700	24-Nov-03	11		NOV	
				E 7-9	\$700	24-Nov-03	11		NOV

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LOCATIONS	Activities	RATING	PAYGRADE	Max Rate	Start/Change Date	Cycle	Change	Start	
ATG YOKOSUKA	57064	All*	E 4-6	\$400	06-J an-04	14		JAN	
			E 7-9	\$500	06-J an-04	14		JAN	
ATG SASEBO	49366	All*	E 4-6	\$400	06-J an-04	14		JAN	
			E 7-9	\$500	06-J an-04	14		JAN	
LEMOORE	ALL Type 2	All	E 4-6	\$300	27-J an-04	15		JAN	
			E 7-9	\$450	27-J an-04	15		JAN	
COMNAVFORJ APAN ORS DET (J YS)(SSC4)	32806	STG	E 4-6	\$300	10-Feb-04	16		FEB	
			E 7-9	\$400	10-Feb-04	16		FEB	
CNJ F OKINAWA (OKI)	45196	STG	E 4-6	\$400	10-Feb-04	16		FEB	
			E 7-9	\$500	10-Feb-04	16		FEB	
CNJ F SURTASS SEA (J YS)	48026	STG	E 4-6	\$400	10-Feb-04	16		FEB	
			E 7-9	\$500	10-Feb-04	16		FEB	
SASEBO	ALL Type 4	All	E 4-6	\$300	24-Feb-04	17		FEB	
			E 7-9	\$450	24-Feb-04	17		FEB	
GUAM	ALL (TYPE 3)	All*	E 4-6	\$400	09-Mar-04	18		MAR	
			E 7-9	\$500	09-Mar-04	18		MAR	
		HM/DT/MA	E 4-6	\$400	09-Mar-04	18		MAR	
			E 7-9	\$500	09-Mar-04	18		MAR	
GUANTANAMO BAY	ALL (TYPE 3)	All*	E 4-6	\$400		ON HOLD UNTIL FURTHER NOTICE			
			E 7-9	\$500					
KOREA	ALL (TYPE 3)	All*	E 4-6	\$400		ON HOLD UNTIL FURTHER NOTICE			
			E 7-9	\$500					

J obs vs Bids - NCTAMS Naples



E 1-3 \$350
E 4-6 \$400
E 7-9 \$450

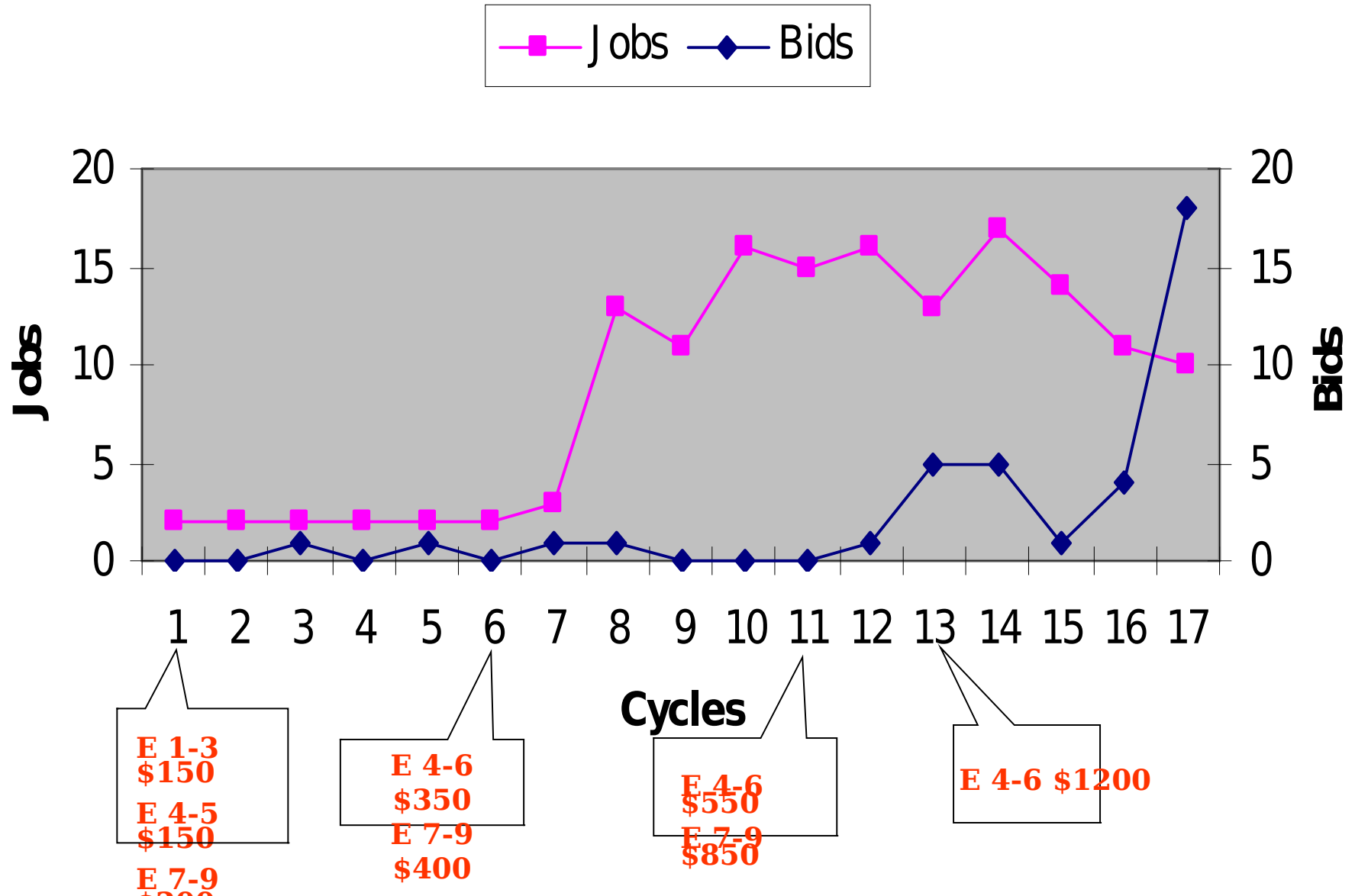
E 4-6 \$600
E 7-9 \$650

Cycles

E 4-6 \$700
E 7-9 \$900

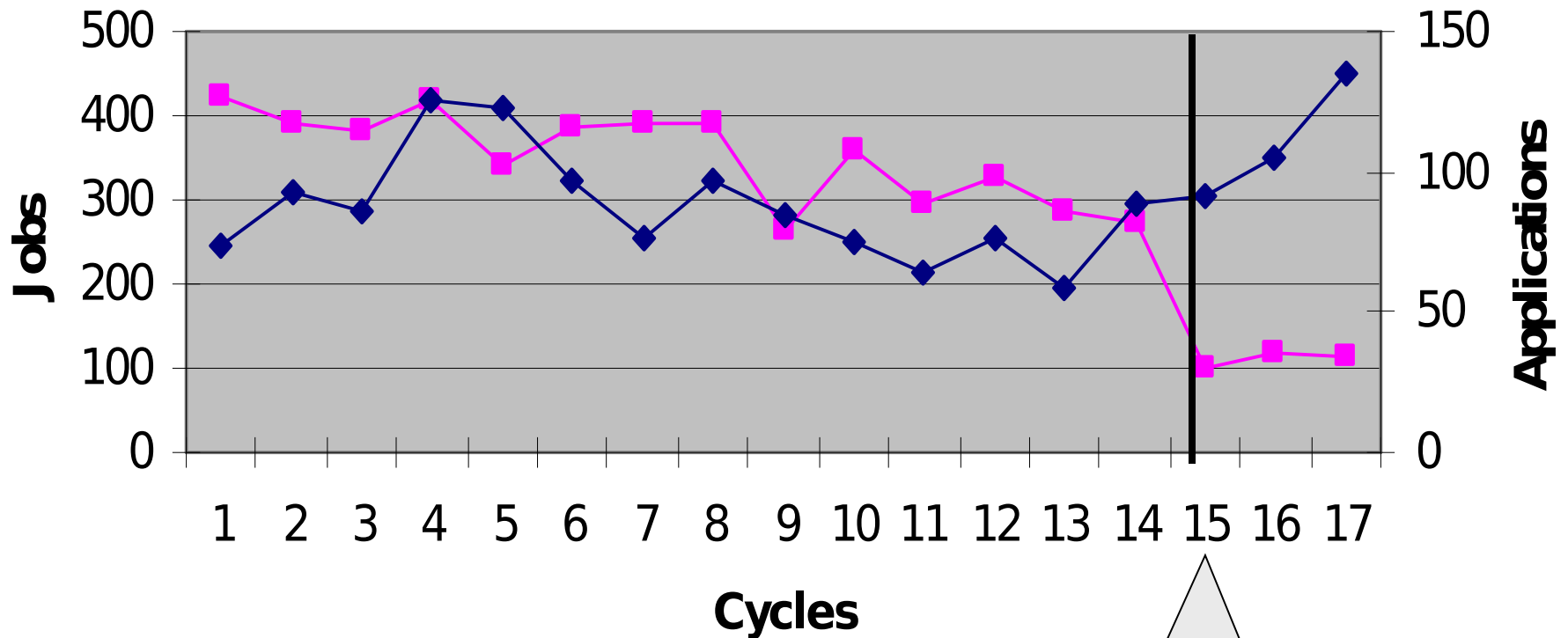
E 4-6 \$1200

AIP J obs vs Bids - ITs Misawa TSCOMMS



Jobs vs Applications - Lemoore

Jobs Apps

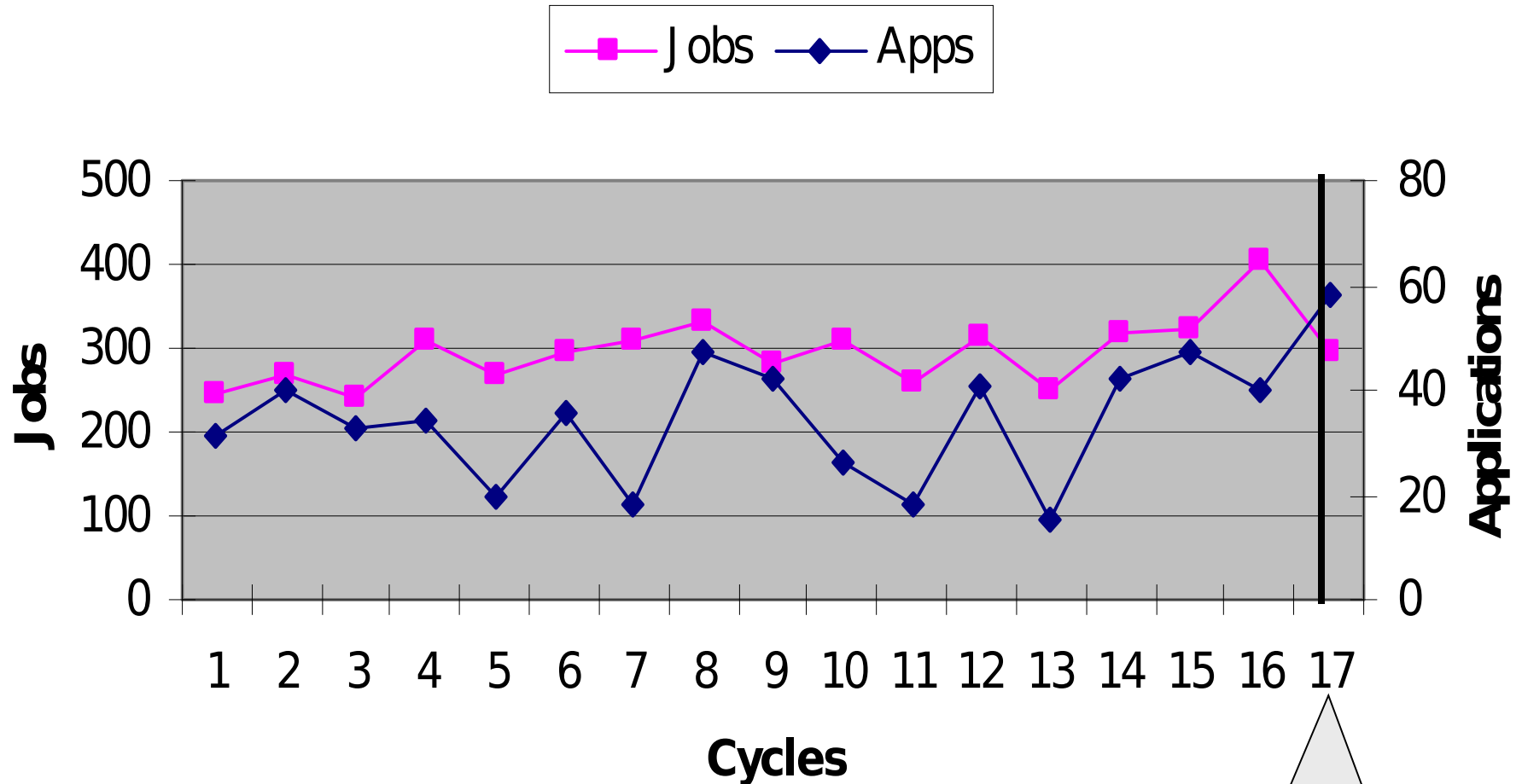


AIP commenced for all Type 2.
Count ONLY reflects AIP jobs/Bids from this point.

Lemoore SSC 2

Pre-AIP (23 J une 2003 - 22 J anuary 2004)				
		E4-6	E7-9	
J obs Advertised		2194	397	
J obs Filled		174	10	
Percent Filled		8%	3%	
Post-AIP (27 J anuary 2004 - 6 March 2004)				
		E4-6	E7-9	
J obs Advertised		260	71	
Applications		279	114	
J obs Filled		95	30	
Percent Filled		37%	42%	

J obs vs Applications - Sasebo



AIP commenced for all
Type 4.
Count ONLY reflects AIP
jobs/Bids from this point.

Sasebo Type 4

Pre-AIP (23 J une 2003 - 20 February 2004)

		E4-6	E7-9
J obs Advertised		3700	650
J obs Filled		126	19
Percent Filled		3%	3%

Post-AIP (24 February - 6 March 2004)

		E4-6	E7-9
J obs Advertised		265	31
Applications		53	5
J obs Filled		15	4
Percent Filled		6%	13%

Questions